

# DEFENSE INTEGRATED MILITARY HUMAN RESOURCES SYSTEM (DIMHRS)



The objective of the Defense Integrated Military Human Resources System (DIMHRS) is the automation and integration of personnel and pay entitlement business processes into a standard single point of entry system that will collect, pass, use, and report personnel and pay entitlement data. DIMHRS will provide a fully integrated military personnel and pay system for all components of the Military Services. It will replace 17 legacy systems including all currently operating Service-specific pay and personnel systems. It is being developed based upon commercial-off-the-shelf applications. Extensive reengineering of business practices that capture the best of both private and public sectors is expected.

The initial core system of DIMHRS will provide support to processes that are common to all Services. This core system shall collect, store, pass, process, and report personnel and pay data for all DoD Active Duty, Reserve, Guard, and retired personnel. DIMHRS will support the responsibilities and requirements of the individual Military Service Departments and, in time of war, the Coast Guard. Common software and data bases are the foundation of DIMHRS.

The Services will retain their structure management command and control functions to ensure personnel operational readiness. Personnel and pay organizations will use DIMHRS at all echelons of command to support personnel and pay functions. Managers and analysts in the OSD, the Joint Staff, and other federal agencies will also use DIMHRS data for planning and reporting purposes.

## **BACKGROUND INFORMATION**

DIMHRS was conceived to address deficiencies impacting the personnel and pay entitlement support provided to military commanders. Approved in 1998, the Joint Requirements Oversight Council -approved Mission Needs Statement identified the following five requirements that DIMHRS must address:

- Provide Commanders-In-Chief with accurate and timely personnel data needed to assess operational capability.
- Employ standard data definitions across Services.
- Correctly track mobilized reservists.

- Provide accurate personnel tracking into and within a theater of action.
- Simplify data entry, system maintenance, and resolution of pay discrepancies.

The initial acquisition strategy developed by the PMO was flawed, and the strategy was suspended, pending review by the Joint Requirements and Integration Office under the Office of the Under Secretary of Defense for Personnel and Readiness. A viable strategy was defined during FY01 and the program is moving forward to implement that strategy. DIMHRS was initially stood up by the Navy Reserve Information Systems Office, but has since been transferred to a Joint Program Management Office operating under the Space and Naval Warfare Command.

### **TEST & EVALUATION ACTIVITY**

The PMO held several test and evaluation integrated process team meetings in FY01. A Test and Evaluation Master Plan was prepared and reviewed at a Test and Evaluation Summit in June 2001, but was missing several critical elements, and thus failed to garner OSD approval. The PMO subsequently withdrew that TEMP from review. A revised TEMP is being developed and should be completed in early 2002. There have been no test events for this program to date.

### **TEST & EVALUATION ASSESSMENT**

Since the Services have many unique personnel and pay policies and procedures, the success of DIMHRS is heavily dependent on the success of the business process reengineering in the functional areas of military personnel and pay. To implement a successful joint program like DIMHRS, the Service-unique functional requirements must be reduced to a minimum so that common core software can be used to effectively support all Services.